

The Providence Plan

Organization Description

A community-based organization, The Providence Plan's mission is to improve the economic and social well being of Providence, its neighborhoods, and its residents. The Providence Plan was started in 1992 as a collaboration between city and state government and the private sector to curb poverty and urban decline in the capital city.

Project Description

The Providence Technical Assistance Collaborative (Prov-TAC) will expand the organizational capacity of small, grassroots faith-based and community organizations (FBCOs) in Providence to improve their abilities to provide support services for people in need.

Geographic Scope of Project

Providence, Rhode Island.

Partnering Organizations

- Third Sector New England
- The Rhode Island State Council of Churches
- Providence Making Connections
- The Institute for the Study and Practice of Nonviolence
- The Rhode Island Family Life Center
- Dorcas Place Adult and Family Learning Center

Sub-Awards

A total of \$380,000 will be provided in sub-awards to 24 FBCOs competitively selected to be "Prov-TAC Associates." Sub-awards

will be used by each Prov-TAC Associate to hire technical assistance consultants to assist the Associate with organizational needs. Sub-award amounts are expected to range between \$10,000 and \$30,000.

Priority Areas

Prisoner re-entry, children of prisoners, at-risk youth, and welfare to work.

Project Objectives

1. Implement a 12-part capacity-building curriculum and a series of small group trainings (Learning Circles) for 70-80 FBCOs.
2. Deliver individualized technical assistance to 24 FBCOs that builds and improves their organizational capacity so that they can design and operate programs consistent with the four service priority areas.
3. Manage a sub-award grant program for 24 FBCOs that builds their organizational capacity, expands their ability to serve people in need, provides practice in working with technical assistance providers, and offers experience with managing federal funds.

Project Strategies

To reach as many FBCOs in need of general capacity-building training as possible, Prov-TAC will design and operate a 12-month workshop series on capacity building and a series of Learning Circles (small

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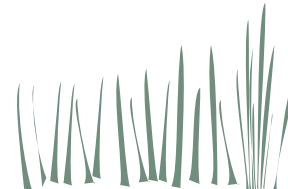
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group trainings) that focus on the five critical areas of capacity building. In addition, Prov-TAC will use an open and competitive process to select 24 FBCOs to serve as "Prov-TAC Associates." Each of these FBCOs will complete a rigorous pre-assessment process; receive an individualized Action Plan specifying ongoing, one-on-one technical assistance from Prov-TAC partners; obtain funding through a sub-award grant for specified capacity-building activities; and receive a post-assessment to measure outcomes attained during the grant period.

Project Outcomes

Short Term Outcomes (1 year)

- Increase FBCO knowledge of the issues and challenges of developing a non-profit.
- Increased level of understanding



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of what capacity building means for the organization at board and management levels.

- Increased skill at defining current organizational reality, preferred future state and what capacity and learning is needed to move from current place to next.
- Improved functioning of organization in area it chose for capacity building during year one.
- Skills built in how to be constituent based.

Mid-Term Outcomes (2-3 years)

- Increase in skills among board and staff in other defined areas of capacity building for the organization (*e.g.*, improved governance or fund development functions).
- Incremental adoption of policies, practices that improve the organization's structure systems and effectiveness.
- Continuous organizational learning is institutionalized.

Long Term Outcomes (3-7 years)

- FBCOs are in continuous and transparent feedback loop with constituents and other stakeholders and base planning and future programming on their input.
- FCBO leadership is stable with succession plans in place.
- FBCO staff are paid just wages and benefits.
- Staff development and continuous learning is institutionalized.
- FBCO can continuously adapt to internal and external change.

Grant Award Amount

\$950,000